

Cannexus23 In-Person | En personne

B Block - Bloc 1A **L** Block - Bloc 2A **C** Block - Bloc 3A **K** Block - Bloc 4A **O** Block - Bloc 5A **6** Block - Bloc 6A

7 Block - Bloc 7A **8** Block - Bloc 8A **9** Block - Bloc 9A **F** Future Skills @Cannexus | Compétences futures @Cannexus

H Hybrid (virtual & in-person) | Hybride (virtuel et en personne)

JANUARY 23 • MONDAY

08:00 – 09:30	Registration, Breakfast and Exhibitor Showcase Opens Enregistrement, déjeuner et ouverture de visite des exposants	Canada Hall 1-3
08:00 – 17:00	Quiet Room Salle silencieuse	203
09:00 – 09:30	Opening Ceremonies Cérémonies d'ouverture	Canada Hall 1&2
09:30 – 10:45	Break, Exhibitor Showcase Pause, visite des exposants	Canada Hall 1-3
09:45 – 10:30	<p>First-Timers' Session Séance à l'intention des nouveaux venus</p> <p>First time at Cannexus? Then this session, designed to help maximize the conference experience, is for you! You'll have the chance to get an overview of Cannexus, participate in an ice-breaker networking activity and meet other delegates.</p> <p>Vous participez au congrès Cannexus pour la première fois? Cette séance, conçue pour maximiser votre expérience, s'adresse à vous! C'est l'occasion d'obtenir une vue d'ensemble de Cannexus, participer à une activité de réseautage qui brise la glace et rencontrerez d'autres délégués.</p>	214
10:45 – 11:45	<p>B Career Colleges - Myths, Facts and the Future</p> <p><i>Speakers: Michael Sangster, Craig Tucker, Nadine Baladi</i></p> <p>This session will examine emerging and growing areas for training the Canadian workforce. We will discuss what sectors / roles are growing today and what are the in-demand skills so that career and employment advisors can better guide their students and clients, including adults in career transition and newcomers as they plan or shift careers.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Understanding of career colleges in Canada • Student outcomes - Options for the future • New paths for international students 	210
10:45 – 11:45	<p>B Catalyzing Change: Creating Access and Economic Mobility</p> <p><i>Speakers: Erin Melvin</i></p> <p>This interactive session will discuss specific practices and methods that increase access to jobs for traditionally underrepresented groups and improve job quality by adapting traditional policies and practices within recruitment, onboarding and training, while also addressing industry skills gaps. The workshop will also discuss how collaboration among different stakeholders in the workforce system can advance accessible pathways to quality jobs.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Describe and identify common barriers to access quality jobs • Describe methods to increase access for equity-deserving groups • Describe methods to improve job quality and address skills gaps 	206/208
10:45 – 11:45	<p>B Indigenous Workways: Making Space for Indigenous Employees</p> <p><i>Speakers: Wendi Adair, Catherine Kwantes, Leanne Gosse</i></p> <p>In this community consultation, researchers from Indigenous Workways will gather in circle to discuss making space for Indigenous employees in the Canadian workplace. We will briefly share what Indigenous employees have told us about workplace relationships, conflict management, psychological and cultural safety, and career mentorship. All participants are invited to offer feedback, share lived experiences, and discuss best practices.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Indigenous career development: culturally responsive recruitment and retention • Future of work/workplace: responding to TRC Call to Action 94 • Justice, equity, diversity, and inclusion: supporting a diverse workforce 	205/207

10:45 – 11:45

B Students' Perspectives on Careers & Career Development: 2023

214

Speakers: Graham Donald

Featuring insights from the 2022 Student Career Interests Report (a survey of over 16,000 post-secondary students), this presentation will provide the most authoritative look at today's students' mindset. Learn how students' attitudes towards career development, employers and the world of work are evolving as well as their expectations of their schools in terms of career development support and work opportunities.

Learning Outcomes:

- How to best support students' career development
- How to make a stronger case for student career development
- What today's students want from their careers

10:45 – 11:45

B The Unconscious Conflicts Triggered by Our Client's Anxiety

201

Speakers: Sonny Wong

During uncertain times, clients may walk into the sessions with their anxiety triggering the practitioners' own unconscious conflicts. This trigger can lead us questioning our competencies/experiencing burnout. We will explore techniques to address those clients who may be paralyzed by anxiety thereby procrastinating career planning, struggling with job search actions, and/or disengaging with career counselling/advising services.

Learning Outcomes:

- Understanding routine stress/career anxiety vs general anxiety disorder
- Integrating strength-based micro-interventions for job search skills development
- Modifying action plans to foster clients' successes/well-being

10:45 – 11:45

B What Color is Your Parachute and Beyond

213/215

Speakers: Rich Feller

The "Flower" within What Color is Your Parachute (Bolles) helped millions and re-directed career development. I propose career coaching must move forward to adapt to the next rules of work. Disrupting the Cost-Quality-Access Triangle using eight practical strategies and more will help career coaching and your work have more impact and reach.

Learning Outcomes:

- Evaluate the Cost-Quality-Access Triangle to improve career work
- Practice differentiating your pitch to increase impact and reach
- Synthesize key work trend ideas and data to expand impact

12:00 – 13:00

H Keynote Address | Allocation: Two Spirit Diversity - Race, Gender, Sexuality & Unconscious Bias | La diversité bispirituelle - Le genre, la sexualité, la race et les préjugés inconscients

Canada Hall 1&2

Speakers: Dr. James Makokis

Dr. James Makokis has an incredible first-hand experience in growing up as a Two-Spirit in a segregated and marginalized community. He has one of the most unique perspectives on the importance of acceptance and equal treatment regarding cultural, gender, sexuality and racial differences. Two-Spirit is a contemporary English term to reflect gender diversity that Indigenous nations have always had. Canada is one of the most diverse countries in the world yet many individuals face personal challenges in achieving success. Dr. Makokis combines his story with practical insights on how to create accepting spaces where EVERYONE can prosper by incorporating an accepting attitude to anyone that is outside of social norms. He will share how to identify and acknowledge our unconscious bias, which often creates and reinforces stereotypes and stigmas which then negatively impact our relationships. Dr. Makokis teaches how to become an ally to refocus our relationships to be accepting, safe and supportive. This presentation will provide key learnings for individuals and organizations that work to create new inclusive programs for diverse populations.

Le Dr James Makokis a vécu une expérience personnelle extraordinaire en tant que bispirituel qui a grandi dans une communauté ségréguée et marginalisée. Il a une perspective des plus uniques sur l'importance de l'acceptation et de l'égalité de traitement en ce qui concerne les différences liées à la culture, au genre, à la sexualité et à la race. « Bispirituel » est un terme français contemporain qui reflète la diversité de genre qui existe depuis toujours au sein des nations autochtones. Nombreux sont ceux qui doivent encore relever des défis personnels pour réussir au Canada, qui est pourtant l'un des pays les plus diversifiés au monde. Le Dr Makokis nous racontera son histoire en y intégrant des idées pratiques sur la manière de créer des espaces d'acceptation où TOUT LE MONDE peut prospérer en adoptant une attitude d'acceptation à l'égard de quiconque se trouve en dehors des normes sociales. Il nous expliquera comment cerner et reconnaître nos préjugés inconscients, qui créent et renforcent souvent les stéréotypes et la stigmatisation qui ont ensuite des répercussions négatives sur nos relations. Il nous enseignera à devenir un allié pour recentrer nos relations afin qu'elles reposent sur l'acceptation, la sécurité et l'entraide. Cette présentation fournira des apprentissages clés aux personnes et aux organisations qui travaillent à la création de nouveaux programmes inclusifs pour des populations diversifiées.

13:00 – 14:15	Lunch, Exhibitor Showcase Dîner, Visite des exposants	Canada Hall 1-3
14:15 – 15:15	<p>L Building Future Ready Communities: Lessons from the Trenches <i>Speakers: Chantal Brine, Florence Rousseau</i></p> <p>Key learnings, themes and unanswered questions from the Building Future Ready Communities Virtual Tour. Through 12 robust panel discussions and a national wrap-up, this series created opportunities for cross-sectoral dialogue, best-practice sharing, and inspiration between community-based employment agencies, post-secondary institutions and employers, across all regions in Canada on issues related to the future of work.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • How cross-sectoral discussions lead to aha moments and collaboration • Key insights from entrenched in their communities • Cross-sectoral skill development learning from across Canada 	206/208
14:15 – 15:15	<p>L Harness the Power of Reflection! <i>Speakers: Rob Straby</i></p> <p>Did you know that effective reflection can increase your performance by over 20%? It is now clear that earning from direct experience can be more effective if coupled with reflection. Join a fascinating investigation into what enables a person to develop their skills through reflection. Participants will have an opportunity to practice and leave with an action plan.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Review the research on reflective practice • Investigate what enables a person to engage in effective reflection • Develop an action plan to build their skills and performance 	213/215
14:15 – 15:15	<p>L Mobilizing Student Voice to Inspire Career Pathway Exploration <i>Speakers: Colin Lalonde, Michelle Dittmer, Tricia Berry</i></p> <p>Students are tired of hearing from "experts" and can see through "sales" pitches from recruiters. They are also often misinformed on the many career pathways open to them after high school. Learn how multiple stakeholders came together to empower young people to share their diverse career development journeys in order to inspire their peers to embark on their own.</p>	210
14:15 – 15:15	<p>L Motivation Interviewing Through a Trauma-informed Lens <i>Speakers: Catherine Hajnal, Seanna Quressette</i></p> <p>Embracing trauma-informed practices invites us to take a step back and review the tools we use as career professionals for their applicability with clients that have experienced trauma. Through the example of the tool of Motivational Interviews, we offer a review process looking at how MI does and does not connect to core trauma-informed principles including possible modifications.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Core values of trauma-informed approaches • Overview of Motivational Interviewing • Process to review tools for applicability in trauma-informed career conversations 	205/207

14:15 – 15:15

L Regrouper le centre de carrières et la formation continue | Combining the career centre and continuing education 201*Speakers: André Raymond, Sehl Mellouli*

Dans le contexte de la transformation accélérée du marché du travail, de l'apparition de nouveaux emplois et de l'écart croissant entre les profils de compétences des employés et les besoins des organisations, il est nécessaire de revoir le modèle d'affaires classique des centres de carrières et d'y intégrer des activités de formation continue.

Objectifs d'apprentissage :

- Connaître un modèle d'affaire innovant
- Identifier des stratégies d'influence
- Se familiariser avec l'orientation stratégique

With the labour market rapidly changing, new jobs emerging and the growing disparity between employee profiles and organizational needs, career centres need to reconsider their traditional business model and integrate continuing education activities.

Learning objectives:

- Understand an innovative business model
- Identify influence strategies
- Become familiar with strategic direction

14:15 – 15:15

L What Do You Really Value? 214*Speakers: Dr. Ken Keis*

Dr. Keis will share breakthrough research on why values clarification is foundational to anyone's career success.

This workshop is rated as one of the top sessions in any conference Ken has presented. What Do You Really Value? includes the Values Preference Indicator assessment and is participant-driven, so participants should be ready to learn, have fun and contribute 100%!

Learning Outcomes:

- Identify the values that are most important to you
- Incorporate values-based, rather than situational- or emotional-based, decision-making
- Learn how to make the right decision, every-time!

15:15 – 15:45

Break, Exhibitor Showcase | Pause, visite des exposants

Canada Hall 1-3

15:45 – 16:30

H VIEWING PARTY: Around the World Session: Importance of Career Counselling for Migrants' Social and Professional Integration 214*Speakers: Jérôme Rossier, Lisa Y. Flores, Shagini Udayar, Germán A. Cadenas*

Demographic growth, climate change overall globalization impact migration flows, which are constantly increasing. Career counselling has an important role to play to facilitate and help the social and professional integration of migrants and immigrants but the tools and interventions need to be adapted and contextualized for this population. This session aims to present and discuss these challenges, tools, and interventions in providing career counselling services to migrant/immigrant populations.

Learning Outcomes:

- Discuss the role of career guidance for migrants and immigrants
- Discuss how to adapt interventions for migrants and immigrants
- Discuss new tools for career guidance for migrants and immigrants

15:45 – 16:45

C Connecting and Building Relationships with Indigenous Youth 205/207*Speakers: Susan Belyea-King, Asha Bear*

An interactive workshop regarding our experiential learning practices with Indigenous youth which includes emphasis on relationships with youth participants, their communities and culture. We integrate harm reduction, trauma-informed and youth-led approaches. We will incorporate storytelling, video narratives and testimonials to demonstrate our highly effective approach on career development and employment with Indigenous youth.

Learning Outcomes:

- The benefits of long-term relationships when working with Indigenous youth
- The impacts of a holistic approach that is culturally rich
- The affects of a supportive environment to promote safe exploration

15:45 – 16:45	<p>C Emerging Workplace Trends and Why You Should Care</p> <p><i>Speakers: Anne-Marie Edgar, JA Jonusas, Holly Penner, Flora Bazie</i></p> <p>New technologies, automation, remote and accessible work, and a focus on employee wellness are the tip of the iceberg with emerging workplace trends. This panel session will explore the opportunities and challenges of the future workplace. You will leave with practical tips to incorporate into your daily practice to help employers and clients thrive in an ever-changing work world.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Greater insight into the employer experience • Broadened awareness of environmental factors in career planning contingencies • Best practices for educating employers related to employee engagement 	210
15:45 – 16:45	<p>C Finding Mental Health Opportunity Within Career Development Intervention</p> <p><i>Speakers: Dave Redekopp, Michael Huston, Kristina Waldmann</i></p> <p>Intentionally linking career development and mental health has profound impact for our profession and our clients. This session investigates the characteristics of five dominant components of mental health and illustrates how career development practitioners might recognize, assess, and facilitate their development and expression. Cross-cultural translation is discussed along with focused skills and strategies for linking career development and mental health.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Understand/recognize five primary mental health outcomes of career intervention • Understand/use focused skills and strategies to explore areas with clients • Practitioners will understand how their work supports client mental health 	213/215
15:45 – 16:45	<p>C Harnessing Past Present Future for a Better Story</p> <p><i>Speakers: Gray Poehnell</i></p> <p>In a sense, life/career professionals are like time travellers. Through processes such as self-assessment, career exploration and planning, we walk alongside people as they explore their past, present and future. But sometimes negative perspectives can affect what people see. A holistic understanding of time can assist people to harness their full potential and possibilities from their past, present and future.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Exploring how our past, present, and future are intertwined • How perspectives on past, present, future impact our career journey • How to explore the potential of our past, present, future 	206/208
15:45 – 16:45	<p>C Strengthening Canada's Youth Sector Through Data/Knowledge Sharing</p> <p><i>Speakers: Leandre Nawej, Florence Bergeron</i></p> <p>This session will bring together organizations with youth employment programming, a firm centered on research and evaluation, and funding partner the Rideau Hall Foundation to discuss the benefits of community empowered data collection, insights and trends among Catapult funded youth-employment programs and the importance of sharing data, knowledge, and know-how to maximize learning for the youth sector in Canada.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Tools for measuring organizational progress • Increased understanding of youth (un)employment in Canada • Career readiness for young people (adolescents and young adults) 	201
17:00 – 18:30	Welcome Reception Réception d'accueil	Canada Hall 1-3, Parliamentary Foyer

- B Block - Bloc 1A
 L Block - Bloc 2A
 C Block - Bloc 3A
 K Block - Bloc 4A
 O Block - Bloc 5A
 6 Block - Bloc 6A
7 Block - Bloc 7A
 8 Block - Bloc 8A
 9 Block - Bloc 9A
 F Future Skills @Cannexus | Compétences futures @Cannexus
H Hybrid (virtual & in-person) | Hybride (virtuel et en personne)

JANUARY 24 • TUESDAY

08:00 – 09:30	Registration, Breakfast, Welcome and Exhibitor Showcase Opens Enregistrement, déjeuner, accueil et ouverture de visite des exposants	Canada Hall 1-3
08:00 – 17:00	Quiet Room Salle silencieuse	
09:00 – 09:20	Opening Day 2 Deuxième journée d'ouverture	Canada Hall 1&2
09:30 – 10:30	<p>K Helping Clients Cope with Bias During Job Search 210</p> <p><i>Speakers: Lakeisha Mathews</i></p> <p>This session discusses the impact implicit bias has on the job search process for underrepresented populations. Participants will explore the intersection of diversity, equity and inclusion in relation to job searching and employability. In addition, strategies for helping underrepresented groups navigate the complexities of the labour market and how to implement multicultural career development services will be shared.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Understand the impact bias has on the job search • Develop awareness of bias in hiring and recruiting • Strengthen multi-cultural competency in career development 	
09:30 – 10:30	<p>K How Effective Is ESAT for Social/Emotional Skill Development? 201</p> <p><i>Speakers: Randy Lindsay, Paul Brinkhurst, Jess McKeown</i></p> <p>Interim research findings about Futureworx' Employability Skills Assessment Tool (ESAT) processes and learner outcomes, conducted in partnership with the Future Skills Centre, will be presented with an emphasis on how the tool can be used effectively to support Skills for Success programming.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Early insights about the outcomes for learners that use ESAT • How research suggests one should optimize the use of ESAT • How ESAT applies to Skills for Success programming 	
09:30 – 10:30	<p>K L'impact de la pandémie sur le développement de carrière Impact of the Pandemic on Career Development 214</p> <p><i>Speakers: Elodie Chevallier, Réginald Savard</i></p> <p>La pandémie de COVID-19 a provoqué une vague de changements de carrières. Lorsqu'il s'agit d'un changement volontaire, l'un des facteurs exprimé est la perte de sens au travail. Un recueil de données quantitatif à travers le Canada, le Québec et la France montre comment la pandémie et les changements qu'elle a provoqué dans le travail a impacté le sens.</p> <p>Objectifs d'apprentissage :</p> <ul style="list-style-type: none"> • Les composantes du sens au travail impactés par la pandémie • Les nouvelles attentes envers le travail suite à la pandémie • Les facteurs déclanchant les changements de carrière durant la pandémie <p>The COVID-19 pandemic triggered a wave of career changes. In terms of voluntary change, one of the factors expressed is the loss of meaning at work. A collection of quantitative data from across Canada, Québec, and France shows how the pandemic—and the shift it has caused with respect to work—has had an impact on meaning.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Aspects of meaning at work that were impacted by the pandemic • New expectations about work in the wake of the pandemic • Factors that prompted career changes during the pandemic 	

09:30 – 10:30	<p>K Net-Zero: What's the Role of Post-secondary Institutions?</p> <p><i>Speakers: Leanne Keddie, Ousmane Seidou, Steve Higham, Pablo Medina-Villanueva</i></p> <p>For Canada to get to net-zero emissions, we need our post-secondary institutions (PSIs) to work with industry partners to make meaningful commitments and develop the talent we need now and in the future. This session will bring together leaders from PSIs to discuss the evolving role of post-secondary institutions in supporting industry-led upskilling and reskilling efforts.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Learn how different sectors are responding to emerging skills needs • Insight into industry strategies and priorities for upskilling their workers • Learn how skills are integral to net-zero targets 	213/215
09:30 – 10:30	<p>K Smoke & Mirrors in the Employment Services Sector</p> <p><i>Speakers: Sarah Delicate, Angela Hoyt</i></p> <p>Smoke and Mirrors, The Illusion of the Employment Services Sector pulls back the curtain on the dark side of outcome based, government-funded employment services. Despite the billions invested, the sector itself has become a significant barrier to employment for underrepresented groups.</p> <p>Although there is no silver bullet solution, there are things that can and must be done.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Defining the problem of the outcome-based employment sector • Exploring the root causes of the illusion • Considering "thrival" practices within our influence 	205/207
09:30 – 10:30	<p>K Teachers' Experience of Career and Mental Health Training</p> <p><i>Speakers: Krista Socholotuk, Jose Domene</i></p> <p>The Connecting Career Development and Mental Health for Youth project provided online training to career education teachers in five school districts across Canada. After each module, participants were asked to reflect on their learning. We describe our innovative training program, present the results of the teachers' self-reflections, and discuss implications for supporting the teaching of career courses in Canadian schools.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Explain how intentional career development fosters youth mental health • Describe CD training impact for teachers of career curriculum • Promotion of online training to support career education 	206/208
10:30 – 11:00	<p>Break, Exhibitor Showcase Pause, visite des exposants</p>	Canada Hall 1-3
11:00 – 11:45	<p>H VIEWING PARTY: Around the World Session: Finding Career Clarity Beyond Vocational Assessments</p> <p><i>Speakers: Silviu Cojocaru, Steve Miller</i></p> <p>Finding Career Clarity Beyond Vocational Assessments</p> <p>This session focuses on how to build on the contribution provided by vocational assessments, what's changed post-pandemic, where the career planning industry is heading and how to use new methods to help clients find careers with a purpose that also pays well. These methods are also proven to help people bounce back from unemployment faster and manage toxic environments so they're "recession/pandemic proof".</p> <p>Learning Outcomes:</p> <ol style="list-style-type: none"> 1. Understand how to adjust vocational assessments for today's market 2. Learn the 5 pillars for finding career clarity 3. Apply one tool to help clients bounce-back from unemployment faster <p>about: Silviu Cojocaru is a UK-based career coach specializing in helping fellow millennials find and transition into meaningful careers collaborated with Steve Miller to create Career Hero Academy, an online program designed specifically for employment agencies.</p>	201

11:00 – 12:00

O **A Model for PSE Skill & Career Development**

206/208

Speakers: Megan Marcoux, Julie Johnston

Humanities+ was designed to support Humanities students to identify, articulate and translate their degree-specific skills to a wide range of careers. The program comprises skills workshops, career development and reflection activities, and an internship. This presentation will provide an overview of the program model and assessment framework and explore its broader implications for career development in post-secondary education.

Learning Outcomes:

- Delegates will understand the design of the Humanities+ program model
- Delegates will understand the framework of Humanities+ program assessment
- Delegates will consider the model's relevance in their own context

11:00 – 12:00

O **Bridging the Gap Between Employers and CDPs**

205/207

Speakers: Deirdre Pickerell, Kristin Vandegriend

Many employers recognize that investment in career development improves key business metrics, such as retention and engagement, but less than one-third provide career development supports to employees. CDPs can bring important services and deep expertise to these employers, yet don't. This session focuses on how to communicate the value of career development in language that resonates with employers.

11:00 – 12:00

O **Building a Prosperous, Diverse, Resilient Canada: The Path to 100 Million | Pour un Canada prospère, diversifié et résilient : la voie vers une population de 100 millions d'habitants**

214

Speakers: Lisa Lalande

Our prosperity, diversity and innovation help make Canada one of the best countries in the world to raise a family and start a business. But our prosperity is fragile. The reality is that our population is aging, we're having fewer children, and our workforce is shrinking. Economic growth is directly tied to population growth. If we have more people, we have a larger workforce and we create more economic activity. What if we committed to a bold vision to increase Canada's population to 100 million by the year 2100 through increased immigration? What are the implications for our labour market? How are we defining talent and what is a skilled or essential worker? How do we ensure decent work and a high standard of living for all?

Learning Outcomes:

- How 5 key areas need to align to support the vision: immigration, urban development & infrastructure investment, employment & entrepreneurship, early childhood supports, and education
- Considerations for building continued public support for Canada's openness to immigration as well as its culture of multiculturalism and diversity
- Long-term thinking and planning required to manage this growth in a smart, sustainable way AND what your province, network or organization needs to build to be ready

En raison notamment de sa prospérité, de sa diversité et de son innovation, le Canada est l'un des meilleurs pays au monde pour fonder une famille et créer une entreprise. Cependant, cette prospérité est fragile. Le fait est que notre population vieillit, que nous avons moins d'enfants et que notre main-d'œuvre est de moins en moins nombreuse. La croissance économique est directement liée à la croissance démographique. Une population plus grande comprend plus de travailleurs et génère plus d'activité économique. Et si nous nous engageons à concrétiser une vision audacieuse, celle de faire passer la population du Canada à 100 millions d'habitants d'ici 2100 grâce à une immigration accrue? Quelles seraient les conséquences pour notre marché du travail? Quelle est notre définition du talent et d'un travailleur qualifié ou essentiel? Comment assurer un travail convenable et un bon niveau de vie à tous?

Objectifs d'apprentissage :

- Concertation requise dans cinq domaines clés pour soutenir cette vision : immigration, développement urbain et investissement dans les infrastructures, emploi et entrepreneuriat, aides à la petite enfance et éducation
- Facteurs à prendre en compte pour maintenir l'appui de la population à l'ouverture du Canada à l'immigration ainsi qu'à son multiculturalisme et sa diversité
- Réflexion et planification à long terme nécessaires pour gérer cette croissance de manière intelligente et durable ET préparation requise de la part de votre province, votre réseau ou votre organisation

11:00 – 12:00	<p>O Career Navigation – Simplicity or Complexity?</p> <p><i>Speakers: Clarence De Schiffart</i></p> <p>The world has changed dramatically. Confusion about how to handle the complex pressures of living well and managing one's career is evident. We'll look at basic human nature and tie them into helping people learn how to successfully navigate their work and life future. The presentation will also touch upon the positive contribution suffering may bring to our career questions.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Integrate a holistic approach to the career development process • Explore suffering and the positive contribution it makes • Demonstrate a simple career process model 	213/215
11:00 – 12:00	<p>O Labour Market Trends You Need to Know</p> <p><i>Speakers: Denis Gravelle</i></p> <p>COVID and rapid advances in technology are disrupting many of the sectors of Canada's economy. This presentation will focus on identifying trends in the labour market and offer crucial insights such as specific skills employers need, shifts in labour market demand, adopting a lifelong integrated learning life, and the career directions that offer the highest potential for workers.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Describe in-demand job skills and competencies employers need • Provide crucial insights for in-demand jobs using real-time strategic intelligence • Discuss why human skills trump hard skills 	210
12:00 – 13:30	<p>Lunch, Exhibitor Showcase Dîner, Visite des exposants</p>	Canada Hall 1-3
12:30 – 13:20	<p>H Spark! Session Séance Spark!</p> <p><i>Speakers: Joze Piranian</i></p> <p>Conquering Fears, Building Resilience and Skyrocketing Potential Vaincre ses peurs, renforcer la résilience et faire monter son potentiel en flèche</p> <p>Drawing from his personal journey of overcoming adversity, from holding back immensely due to a debilitating stutter to performing on stages worldwide, Joze Piranian will deliver his concrete blueprint for confronting challenges, building unshakeable resilience, defeating the discomfort of learning new skills to thrive, and reframing our relationship with fears in order to thrive amidst uncertainty. Moreover, Joze will share mental wellness strategies and empowering mindset shifts with actionable steps. The transformational insights of his award-winning talk will be infused with comedic moments.</p> <p>Spark! is the Cannexus-version of TED Talks. You will have the opportunity to listen to a unique speaker who will “spark” you to think differently about your work.</p> <p>Joze Piranian s'est inspiré de son parcours personnel face à l'adversité. Souffrant auparavant d'un bégaiement très handicapant, il évolue désormais sur des scènes du monde entier et présentera son plan concret pour relever les défis, développer une résilience inébranlable, vaincre l'inconfort lié à l'apprentissage de nouvelles compétences et redéfinir notre perception des peurs afin de nous épanouir malgré l'incertitude.</p> <p>Spark est la version Cannexus de TED Talks. Vous aurez l'occasion d'entendre une allocution qui pourrait vous amener à penser différemment à votre travail.</p>	Canada Hall 1&2

13:15 – 13:30

H Presentation of Wileman Award | Remise du prix Wileman

CERIC's Etta St. John Wileman Award is designed to recognize and celebrate individuals who have devoted their lives to enhancing the field of career development.

The latest recipient of the prestigious Wileman Award was previously announced as Lynne Bezanson, Executive Director Emeritus of the Canadian Career Development Foundation (CCDF). Lynne was recognized for a remarkable career, devoting herself to strengthening the reach and impact of career development in Canada and internationally.

Lynne will now be presented with the award in-person in Ottawa at the Cannexus23 conference.

The award is given in the name of Etta St. John Wileman, a champion and crusader of career, work and workplace development in Canada in the early 20th century.

Le prix Etta St. John Wileman du CERIC vise à souligner et à célébrer l'apport des personnes qui ont consacré toute leur vie à améliorer le domaine du développement de carrière.

Le prestigieux prix Wileman a déjà été décerné à Lynne Bezanson, directrice générale émérite de la Fondation canadienne pour le développement de la carrière (FCDC). Lynne a reçu ce prix en reconnaissance de sa remarquable carrière à renforcer la portée et l'incidence du développement de carrière au Canada et à l'international.

Lynne recevra maintenant le prix en personne à Ottawa lors du congrès Cannexus23.

Ce prix rend hommage à Etta St John Wileman, championne et militante du développement de carrière, du travail et du milieu du travail au Canada au début du XXe siècle.

13:30 – 14:30

6 Creating Meaningful Change for Inuit Communities

210

Speakers: Mary Rose Kilabuk, Jens Jeppesen

This session will discuss:

- Internet connectivity in the Arctic (The impact of low, limited and slow)
- Access to resources (Many supports come from outside the territory)
- Working remotely under extreme and unique circumstances to support Nunavummiut (What these challenges & barriers are and look like)

Learning Outcomes:

- Cultural needs and Inuit societal values
- How #1 can be addressed to improve the current status
- What is working and not working and how to improve

13:30 – 14:30

6 Flip the Model: Innovation in Career Exploration

206/208

Speakers: JP Michel

Many students think they need to pick one job title, for the rest of their lives! Career services are helping these students to flip the model: they explore challenges they want to work on, instead of job titles to fit into. Discover how leading post-secondary institutions are creating innovative activities to help students prepare for purposeful careers.

Learning Outcomes:

- Discover three examples of innovative career activities
- Learn to 'flip the model' of career development
- Acquire innovative, practical strategies to use with your students

13:30 – 14:30	<p>6 For Us, With Us: Evidence-based Career Development Practices</p> <p><i>Speakers: Candy Ho, Donnalee Bell, Sareena Hopkins</i></p> <p>Three field experts share success stories highlighting how both research and practice are enhanced when done collaboratively: an employability assessment tool developed with practitioners; a participant-driven career program seen as an "anti-poverty reduction strategy;" and an accelerator helping university graduates future-proof their careers.</p> <p>Attendees are then invited to consider how CDPs can, and should, be everyday researchers in our work.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Generate implications to enhance your practice from our stories • Contemplate your role and potential as an "everyday CD researcher" • Consider what kind of research project you could explore 	205/207
13:30 – 14:30	<p>6 Redeploying Talent: Industry-Responsive Upskilling to Support Post-Pandemic Recovery Redéploiement des talents : perfectionnement adapté aux besoins de l'industrie pour soutenir la reprise des activités après la pandémie</p> <p><i>Speakers: AJ Tibando</i></p> <p>Supporting innovative companies find the talent they need and helping people get meaningful employment can be two sides of the same strategy – one that engages, trains and redeploys talent across the economy into high-growth jobs in a way that is nimble and responsive to industry demand.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Insights into cross-sector career transitions • Employer perspectives on engaging in upskilling • Mitigating hiring biases <p>Soutenir des entreprises innovantes afin qu'elles trouvent les talents dont elles ont besoin et aider des gens à trouver un emploi intéressant peuvent former les deux facettes d'une même stratégie – une stratégie qui vise à embaucher, à former et à redéployer les talents de l'ensemble de l'économie dans des emplois à forte croissance, d'une manière souple et adaptée aux besoins de l'industrie.</p> <p>Objectifs d'apprentissage :</p> <ul style="list-style-type: none"> • Des conseils sur les transitions de carrière intersectorielles • Le point de vue d'employeurs sur leur rôle en matière de perfectionnement professionnel • L'atténuation des préjugés à l'embauche 	214
13:30 – 14:30	<p>6 Rural & Remote Recommendations: Refocusing the Urban Lens</p> <p><i>Speakers: Janet Morris-Reade, Valerie Meaney</i></p> <p>Rural and remote service providers will no longer need to scream into the void. ASPECT BC conducted six months of research with their member organizations to determine the unique challenges employment service providers face to help the most vulnerable find meaningful work within rural, remote and Indigenous communities. This session will reveal a list of recommendations to take to funders everywhere.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Identify the unique challenges for rural and remote service providers • Learn how we conducted the research for your jurisdiction • Leave with a list of recommendations for your funders 	201
13:30 – 14:30	<p>6 The Importance of Ecosystem Collaboration in Talent Development</p> <p><i>Speakers: Sharmin Surani, Erin Kaipainen, Leslie Shier, D'Andre Wilson-Ihejirika, SP Singh</i></p> <p>People are the foundation of all communities, and the attraction, retention and development of skilled talent is imperative to support economic growth and shared prosperity. Join industry experts from Calgary, the third most livable city in the world and a top tech talent market in North America, to discuss the importance of collaboration in building a globally competitive talent pipeline</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Understand the importance of workforce development within a wider economic development strategy • Importance of community partnerships to support talent development • Examples of opportunities for collaboration within an ecosystem 	213/215
14:30 – 15:00	<p>Break, Exhibitor Showcase Pause, visite des exposants</p>	Canada Hall 1-3

15:00 – 16:00

H **Keynote Address | Allocation: Working it Out: How to be Ready for the Redefined World of Work | Comment se préparer à évoluer dans un monde du travail redéfini**

Canada Hall 1&2

Speakers: Linda Nazareth

The pandemic has upturned our economy and our lives, and it has upturned work as well. We can work anywhere if we choose and that is a huge and dramatic development that many organizations are still not ready to navigate. As well, a series of megatrends including climate change, demographics and the fourth industrial revolution are about to disrupt work and force further changes. What should we expect and how should we get ready for what is ahead? In this presentation based on her upcoming book of the same title, economist and futurist Linda Nazareth gives you a succinct preview of what comes next and how to best get ready for a future of work that looks little like the past.

La pandémie a bouleversé notre économie et nos vies, mais le monde du travail également. Nous pouvons désormais travailler de n'importe où si nous le souhaitons, et il s'agit d'un changement considérable et radical auquel de nombreuses organisations ne sont pas encore prêtes à faire face. En outre, une série de grandes tendances, qui concernent notamment les changements climatiques, la démographie et la quatrième révolution industrielle, sont sur le point de bouleverser le monde du travail et d'imposer de nouveaux changements. À quoi s'attendre et comment se préparer pour l'avenir? Dans cette présentation fondée sur son prochain livre intitulé *Working it Out: How to be Ready for the Redefined World of Work*, l'économiste et futurologue Linda Nazareth présente un aperçu de ce qui va suivre et de la meilleure façon de se préparer à un avenir du travail qui ne ressemblera guère au passé.

16:00 – 17:00

7 **Designing Engaging Career Learning Using Multi-modal Delivery**

201

Speakers: Tannis Goddard

Modern career development learning can be enhanced by conscious and thoughtful blending of face-to-face and online delivery to leverage the power of multi-modal learning. This session examines evidence-based opportunities for creating and delivering blended services that incorporate multiple forms of communication and connection. Explore strategies for designing effective services while considering specific practice approaches to enhance these new delivery channels.

Learning Outcomes:

- Define a comprehensive model of blended career development services
- Understand online pedagogical design practices that promote client engagement
- Learn how to effectively facilitate online career practice relationships

16:00 – 17:00

7 **Hired! How to Get the Zippy Gig**

213/215

Speakers: Sheila Musgrove

In this action-packed session, you'll learn how to: create a winning two-step resume, get noticed when doing a career pivot, cover gaps on your resume, prepare for and ace both video & in-person interviews, terminations & lay-offs, and questions you must ask at the end of the interview. Hiring managers want to know five things about each role...but they don't ask.

Learning Outcomes:

- How to apply the two-step resume formula to your resume
- 5 questions interviewers never ask, yet want the answers to!
- Clever ways to cover resume gaps & career pivot secrets

16:00 – 17:00

7 **Inside-Out Engagement: Employee Engagement & Career Development**

205/207

Speakers: Dave Redekopp

Employee engagement is pivotal to employee retention and productivity. Organizations invest significantly to engage their employees, particularly in labour shortage conditions. "What can we do to engage our employees?" misses asking, "What is the employee's role in becoming engaged?" This talk describes how career development answers this question – from recruitment through to retirement, leading to sustainable engagement.

Learning Outcomes:

- How to conceive engagement as a two-way endeavour
- How career development helps employees own their engagement
- Specific ways career development can weave into typical HR processes

16:00 – 17:00

7 **Revolution Ahead: Architecting Our Sector's Future of Work**

206/208

Speakers: Lisa Taylor, Emily Schmidt, Ali Breen

Can you hear that? There's an urgent call for a national strategy on career development in Canada. This strategy must change how we perceive ourselves, our work and our impact, while demonstrating strong ties to social progress outlined in the UN's Social Development Goals. Join us for Part Two, fellow architects. Let's continue exploring how to lead the sector's revolution.

Learning Outcomes:

- Identify the stages of revolution in today's career development sector
- Examine historical drivers of change in the sector
- Explore emerging issues for the sector and forecast future scenarios

16:00 – 17:00

7 **The Red-Hot Labour Market: What It Means for Employers and Jobseekers | Le marché du travail en pleine effervescence : ce que cela signifie pour les employeurs et les chercheurs d'emploi**

214

Speakers: Janet Morris-Read, Trevor Buttrum, Kris Tierney, Sueling Ching

Despite the looming threat of a recession, job vacancies in Canada are at an all-time high and unemployment at an all-time low. In 2022, Canadian employers have been actively seeking to fill more than one million positions. While there have been high-profile layoffs in the tech sector, vacancies abound across the economy, particularly in accommodation and food services as well as retail. Health care and social assistance – which were hit hard by the pandemic – and construction are also seeing record vacancies. In this panel, we'll examine the reasons behind Canada's historic labour shortage and what can be done to address it.

Learning Outcomes:

- How employers need to adapt to address hiring challenges
- What jobseekers are being left out of the hot labour market
- Role of career development professionals in solving the problem

Malgré la menace imminente d'une récession, les offres d'emploi au Canada n'ont jamais été aussi nombreuses, et le taux de chômage aussi bas. En 2022, les employeurs canadiens ont cherché activement à pourvoir plus d'un million de postes. Malgré des licenciements importants dans le secteur des technologies, les postes vacants abondent dans l'ensemble de l'économie, en particulier dans les secteurs de l'hébergement, de la restauration et du commerce de détail. Les secteurs des soins de santé et de l'aide sociale – qui ont été durement touchés par la pandémie – et celui de la construction enregistrent également un nombre record de postes vacants. Au cours de cette séance, nous examinerons les raisons de la pénurie historique de main-d'œuvre au Canada et ce qui peut être fait pour y remédier.

Objectifs d'apprentissage :

- La façon dont les employeurs doivent s'adapter pour surmonter les difficultés de recrutement
- Les chercheurs d'emploi laissés pour compte sur ce marché du travail en pleine effervescence
- Le rôle des professionnels du développement de carrière dans la résolution du problème

16:00 – 17:30

7 **KAIROS Blanket Exercise**

210

The KAIROS Blanket Exercise invites you explore the historic and contemporary relationship between Indigenous and non-Indigenous peoples in Canada. It is an interactive learning experience that builds awareness and understanding of our shared history by having participants literally walk through situations that include pre-contact, treaty-making, colonization and resistance. Participants step onto blankets representing the land, and into the role of First Nations, Inuit and later Métis peoples.

- B** Block - Bloc 1A **L** Block - Bloc 2A **C** Block - Bloc 3A **K** Block - Bloc 4A **O** Block - Bloc 5A **6** Block - Bloc 6A
7 Block - Bloc 7A **8** Block - Bloc 8A **9** Block - Bloc 9A **F** Future Skills @Cannexus | Compétences futures @Cannexus
H Hybrid (virtual & in-person) | Hybride (virtuel et en personne)

JANUARY 25 • WEDNESDAY

07:00 – 08:00	Registration, Breakfast Enregistrement, déjeuner	Parliamentary Foyer
08:00 – 08:50	F Future Skills @Cannexus Welcome + Looking Ahead: Responsive Career Pathways for the Future Bienvenue de Compétences futures @Cannexus + Des parcours de carrière adaptables : une orientation professionnelle axée sur l'avenir <i>Speakers: Karen Myers, Malika Asthana, Jennifer Pierce, Lisa Melo</i> This session will delve into key labour market trends shaping the future of work and highlight workers who are most affected by these shifts and the challenges they face. The panel will explore the role of the career development sector in supporting employees and employers through transitions in an increasingly complex world of employment. This session will highlight how employers are upskilling, reskilling, and adapting roles to support their employees as they navigate change. An aspect of this is the next generation of Career Hubs, a model that transforms existing employment centres to serve both jobseeker and employer and in particular vulnerable Canadians. Learning Outcomes: <ul style="list-style-type: none"> • Awareness of trends shaping future of work and labour market • Understanding of growing demands of the career development sector • Increased awareness of what is needed to meet emerging and future labour market needs <p>Cette séance se penchera sur les principales tendances du marché du travail qui façonnent l'avenir du travail. Elle présentera les travailleurs les plus touchés par ces changements et les obstacles qu'ils doivent surmonter pour évoluer dans un système de compétences de plus en plus complexe. La prochaine génération de centres de carrières s'inscrit dans cette optique avec un modèle qui transforme les centres d'emploi existants afin qu'ils soient au service des demandeurs d'emploi et des employeurs, et surtout des Canadiens vulnérables.</p> Objectifs d'apprentissage : <ul style="list-style-type: none"> • Une meilleure connaissance des tendances qui façonnent l'avenir du travail et du marché du travail • Une compréhension des exigences croissantes du secteur du développement de carrière • Une meilleure connaissance de ce qui est nécessaire pour répondre aux besoins émergents et futurs du marché du travail 	Canada Hall 1&2
09:00 – 09:50	8 Supporting Immigrant Youth in Career Lift-off <i>Speakers: Monina Febria, Shalini Sharma, Anne-Lore Fraikin, Sarah Anderson</i> As pandemic recovery unfolds, there is an opportunity for immigrant youth to fulfill some of the county's workforce needs. Drawing on labour market data, research and lived experience from immigrant youth in Canada, we will discuss the unique barriers that immigrant youth face and highlight opportunities to improve their labour market outcomes in Canada. Learning Outcomes: <ul style="list-style-type: none"> • Examine challenges immigrant youth face in their career development journey • Understand the impact of COVID on immigrant youth employment • Learn about programs that support immigrant youth career development 	210
09:00 – 09:50	8 The Future is Now: AI & Career Services <i>Speakers: Shaunna-Marie Kerr, Evelyn Akselrod, Simon Schmid, Mikaela Janecek</i> This session will explore the intersection between the "human touch" and artificial intelligence in career development. This panel discussion will explore questions such as: What balance best serves clients in hybrid service provision? How can we ensure equitable application of digital and artificial intelligence tools? and How can digital and AI tools increase the sustainability of the career development sector? Learning Outcomes: <ul style="list-style-type: none"> • Understand and define hybrid model of service provision • Identify and explore impacts of digital and AI tools • Understand how AI tools can increase program and sector sustainability 	214

09:00 – 09:50	<p>8 The Impact of Pride on Practitioners & Clients</p> <p><i>Speakers: Herky Cutler</i></p> <p>One of the seven deadly sins, pride plays a much more impactful role on our practice than we even realize. How does pride affect how we work with clients? How does pride influence the decisions we make? What are the signs that pride is getting in the way? What can we do about it?</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • To learn how pride impacts our work with clients • To develop awareness of when pride gets in the way • To develop strategies on how to overcome issues surrounding pride 	206/208
09:00 – 09:50	<p>8 Understanding and Applying the Seven Teachings & Wellness Wheel Comprendre et appliquer les sept enseignements et la roue du bien-être</p> <p><i>Speakers: Annie Smith St-Georges</i></p> <p>Participants will gain knowledge that is inclusive of Indigenous values and culture to help address client needs, including dealing with grief and trauma. You will also learn to achieve greater awareness into personal growth, well-being and self-care.</p>	213/215
09:00 – 09:50	<p>8 Youth Resurgence: Finding What Was Lost During COVID</p> <p><i>Speakers: Jay Gosselin</i></p> <p>Young adults experienced great loss during COVID. Four major categories of this loss were:</p> <ul style="list-style-type: none"> - Lost interpersonal connections - Lost experiential learning opportunities - Lost life and career skills - Lost independence <p>This conversation will explore what youth can do – and what we can do to help them – move forward to regain what was lost.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Gain clarity on what young people have lost through COVID • Identify actionable steps for youth to re-engage in career development • Learn strategies to re-engage youth post COVID from your peers 	205/207
09:00 – 09:50	<p>F Responsive Career Pathways in Practice Les parcours de carrière adaptables en pratique</p> <p><i>Speakers: Tannis Goddard, Trina Stanford, Amie Haughn, Kimberly White</i></p> <p>This session will explore how innovation and collaboration is showing up in novel new programs and models that can advance career development services. It will highlight research insights coming out of a project with the Government of Nova Scotia that brings together governments, employers and career services. The session will discuss how this work could have broader application across Canada, and how it could inform policy and practice going forward.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Increased awareness of the key components of innovative career development programs • Increased awareness of responsive career pathways • Better understanding of how career practitioners can work effectively with employers, governments and community organizations <p>Cette séance explorera comment l'innovation et la collaboration se manifestent dans de nouveaux programmes et modèles novateurs qui peuvent faire progresser les services de développement de carrière. Elle présentera les données de recherche d'un projet mené en collaboration avec le gouvernement de la Nouvelle-Écosse qui regroupe des administrations, des employeurs et des services d'orientation professionnelle. La séance abordera comment ce travail pourrait avoir une application plus large à travers le Canada, et comment il pourrait orienter les politiques et les pratiques à venir.</p> <p>Objectifs d'apprentissage :</p> <ul style="list-style-type: none"> • Sensibilisation accrue aux éléments clés des programmes innovants de développement de carrière • Sensibilisation accrue aux parcours de carrière adaptables • Meilleure compréhension de la manière dont les professionnels en développement de carrière peuvent travailler de façon efficace avec les employeurs, les gouvernements et les organismes communautaires 	Canada Hall 1&2
09:50 – 10:20	Break Pause	Parliamentary Foyer

10:20 – 11:10	<p>9 Designing Targeted Employment Services for Maximum Impact</p> <p><i>Speakers: Kim Lehrer, Julie Rodier, Magdalene Cooman</i></p> <p>A brief presentation of findings from IRCC's Career Pathways for Racialized Newcomer Women Project (CPRNW; cpmnw.ca), a pilot project that tested targeted employment services for racialized newcomer women, will serve as the basis for a discussion on specialized programming. The interactive discussion will explore the need for, the implications of, and impact of the evidence on service delivery of specialized programming.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Learn about the CPRNW project and key research findings • Provide your input on designing specialized programming for newcomers • Hear from your peers about designing for different newcomer populations 	205/207
10:20 – 11:10	<p>9 Evolving STEM Career Landscapes Through Equitable Youth Engagement</p> <p><i>Speakers: Yi Lu, Sandroll Rodrigues, Charlotte Domingos</i></p> <p>This session will explore Visions of Science's program model for engaging racialized youth aged 13-25 in STEM career-building opportunities and pathways, with a focus on Black youth and other racialized groups underrepresented in STEM. Additionally, we will bridge this with our approach to recruitment, development and succession of leaders from the communities we serve as part of our HR strategy.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Learn effective and transformative career development strategies for marginalized youth • Understand opportunities to support talent acquisition among marginalized youth • Gain deeper understandings of barriers to employment for marginalized youth 	210
10:20 – 11:10	<p>9 New Career or New Employer?</p> <p><i>Speakers: Sarah-Jane VandenBerg</i></p> <p>Do your clients tell you that they need a new career, but sometimes you wonder if what they actually need is a new employer? How do you and they figure out what they do actually need? In this workshop, we'll look at the key questions to ask to make an effective decision and then appropriate action plan.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • The components that make up happiness at work • The questions to determine what is needed at work • The questions to determine what is needed in a career 	214
10:20 – 11:10	<p>9 Realizing the Untapped Potential of Scholarships</p> <p><i>Speakers: Kate Gatto, Kim Howson,</i></p> <p>Young people in Canada face critical barriers during key transition periods in their lives. Preparing for the major shift out of high school into post-secondary education, for those who choose to pursue opportunities in college and university, can be incredibly overwhelming for a variety of reasons, including financial stressors. Scholarships can support this transition by addressing barriers to equitable access, and opening doors of opportunity to prepare youth for the rapidly changing future of work.</p> <p>The landscape of scholarships in Canada though, is fragmented. Comprehensive, authoritative, and up-to-date information about what scholarships are available, what disciplines are promoted through awards, and who has access is largely unavailable. It is widely reported that millions of dollars in scholarships go unclaimed every year, but there is a systemic issue being ignored in this narrative: If the need for scholarships is clear and present, what are the barriers to access? How can institutions across sectors begin to dismantle these barriers to better serve youth, ultimately preparing them for the future of work?</p> <p>In spring 2023, RBC Future Launch will publish thought leadership on the landscape of scholarships in Canada in relation to the foundational goal of the Future Launch strategy: preparing youth for the future of work.</p>	206/208
10:20 – 11:10	<p>9 Supporting Youth Career Development with myBlueprint</p> <p><i>Speakers: Joy MacDonald</i></p> <p>myBlueprint is a leading EdTech company and developer of digital portfolios to support career and life planning for youth (K-12 & beyond). This session will highlight how myBlueprint's Education Planner platform supports key elements of the career planning journey. It will also explore the unique value of utilizing portfolios to enhance career development and support smooth transitions after high school.</p> <p>Learning Outcomes:</p> <ul style="list-style-type: none"> • Explore the value of inquiry-based career and life planning • Recognize the power of portfolios in guiding career exploration/development • Learn to effectively use myBlueprint's Education Planner to support youth 	213/215

10:20 – 11:10

F Empowering Career Practitioners to Guide a New Future | Donner aux intervenants en développement de carrière les moyens de façonner un nouvel avenir

Canada Hall 1&2

Speakers: Sareena Hopkins, Candy Ho, Trina Maher

Building the capacity of practitioners and provider organizations to meet emerging needs is essential. This session will explore the skills and knowledge that are required at the practitioner and organizational level and what is needed to ensure capacity building opportunities are accessible to working practitioners. We will present a vision and plans for Canada's first-ever Career Development Professional Centre.

Learning Outcomes:

- Understand the need to build practitioner and provider organization capacity
- Explore skills and knowledge needed at practitioner and organizational level
- Learn about specific FSC-funded projects/initiatives that are building capacity

Il est essentiel de renforcer la capacité de répondre aux besoins émergents des intervenants et des fournisseurs. Cette séance explorera les compétences et les connaissances que les intervenants et les fournisseurs doivent acquérir, ainsi que les critères nécessaires pour assurer leur accessibilité à des possibilités de renforcement de leur capacité. Nous présenterons une vision et des plans pour le tout premier Centre d'expertise en développement de carrière au Canada.

Objectifs d'apprentissage :

- La nécessité de renforcer la capacité des intervenants et des fournisseurs
- Les compétences et les connaissances que les intervenants et les fournisseurs doivent acquérir
- Les initiatives et les projets particuliers financés par le Centre des Compétences futures (CCF) qui contribuent à renforcer les capacités

11:20 – 12:20

H Keynote Address | Allocation: Resiliency Through Diversity | La résilience malgré l'adversité

Canada Hall 1&2

Speakers: Tareq Hadhad

Join Tareq on an emotional journey from Syria to Canada with heart-breaking and perspective-shaping stops along the way. From sunny days in Syria where the scent of roses filled the air to the beginning of conflict and war. Listen as Tareq shares the fear and confusion that came when violence and danger begin to slowly surround his family. Understand what it is really like to spend days hiding in your basement, praying for safety and food and medicine. Learn how a family made the decision to leave everything behind in search of safety outside of their homeland only to find more uncertainty and desperation as refugees in Lebanon. Witness the life-changing impact of being granted a family ticket to Canada and watch as that country's Prime Minister singles out the Hadhad family and their community for its perseverance and kindness. This is an emotional rollercoaster that will leave you feeling inspired and resolved to make your own impact on the world.

Accompagnez Tareq dans un voyage émouvant de la Syrie au Canada, ponctué d'arrêts qui brisent le cœur et ouvrent de nouvelles perspectives. Des journées ensoleillées en Syrie où le parfum des roses embaume l'air jusqu'au début du conflit et de la guerre, écoutez Tareq parler de la peur et de la confusion qu'il a ressenties lorsque la violence et le danger ont commencé à entourer lentement sa famille. Comprenez ce que signifie passer des jours à se cacher dans son sous-sol, à prier pour être en sécurité, pour avoir de la nourriture et des médicaments. Découvrez comment une famille a pris la décision de tout laisser derrière elle en quête de sécurité hors de son pays d'origine, pour finalement trouver plus d'incertitude et de désespoir en tant que réfugiée au Liban. Soyez témoin de l'impact de l'octroi d'un billet familial pour le Canada, qui a changé sa vie, et regardez le premier ministre de ce pays reconnaître la famille Hadhad et sa communauté pour leur persévérance et leur gentillesse. Cette montagne russe émotionnelle vous inspirera et vous donnera envie d'avoir à votre tour un impact sur le monde.

12:20 – 12:30

Closing Comments | Mot de la fin

Canada Hall 1&2